

COALITION FOR DIVERSITY IN CONSTRUCTION

The Coalition is a collaborative effort of non profit community organizations and initiatives and the City of Saint Paul to increase the number of women, minorities, and people with disabilities in the construction trades in the Saint Paul/Minneapolis metropolitan area.

The City of Saint Paul Human Rights Department monitors the City's goals for minority and female construction worker participation on construction projects receiving \$50,000 or more in City of Saint Paul financial assistance.

The utilization goals are: 11% of skilled craft hours minority,
 11% of laborer hours minority, and
 6 % of skilled craft plus laborer hours female.

The City of Saint Paul Human Rights Department also monitors the City's goal for apprentice participation on construction projects receiving \$50,000 or more in City of Saint Paul financial assistance.

The utilization goals are: 15% of hours apprentice level workers,
 11% of apprentice hours minority, and
 6% of apprentice hours female.

Companies whose total accumulated contract and subcontract awards from the City of Saint Paul over the preceding 12 months have exceeded \$50,000 must implement an effective Affirmative Action Program (AAP). They must register that AAP with the Human Rights Department every two years. The Department regularly monitors City contractors so to ascertain their Good Faith Efforts in meeting both the City's construction project utilization goals as well as the company's internal (office and field) workforce minority and female utilization goals as set forth in their AAP.

Coalition members provide the following services for contractors:

- ✓ Client screening and aptitude assessment.
- ✓ Construction preparation training, both in the classroom and in the field.
- ✓ Determining eligibility for tax credits available to contractors for employing disadvantaged workers.
- ✓ Financial assistance for the payment of union initiation fees and dues, tools, and work clothing.
- ✓ Support services prior to placement.
- ✓ Placement services.
- ✓ Retention services following placement.

Additional Services Provided by Individual Coalition Organizations are Listed Below:

AMERICAN INDIAN OIC

Don Clark, Employment Coordinator
1845 East Franklin Avenue
Minneapolis, MN 55404
(612) 341-3358, Ext. 115 (612) 341-3766 (fax)
donc@aioic.org

The American Indian OIC aims to provide economic development opportunities for unemployed or underemployed people of Native American descent who are Hennepin County residents. Career development and job search services are offered for both construction and non construction professions.

APPRENTICESHIP OPPORTUNITIES PILOT PROJECT (AOPP)

Mary Dahlquist, AOPP Manager
Saint Paul Trades & Labor Assembly
411 Main Street
Saint Paul, MN 55102
(651) 222-3787 ext. #19
mdahlquist@stpaulunions.org

AOPP facilitates the hire of apprentices by working as a liaison between construction developers, contractors, unions, and community-based organizations with preapprenticeship programs and/or placement services. Construction projects with \$50,000 or more in City of Saint Paul financial assistance have the goal of 15% apprentice participation, per Council Resolution 06-304. AOPP advocates for minority and female apprentice participation, which contribute s to the 11% minority and 6% female utilization goals on projects being monitored by the City of Saint Paul Human Rights Department.

EAST METRO OIC

Edna Pointer, Director of Admissions
1919 University Ave. W.
Saint Paul, MN 55104
(651) 789-2076 (651)291-1935 (fax)
ednap@eastmetroic.org

The mission of Twin Cities RISE is to provide employers with skilled workers, primarily men from communities of color. An average participant spends 30 weeks learning academic, occupational and interpersonal skills, with a strong emphasis on accountability reliability and personal responsibility. 84% of graduates remain on the job for at least one year, and 74% for two or more years.

**GOODWILL/EASTERSEALS
CONSTRUCTION PREPARATION
PROGRAM**

Tom Gibson, Const. Skills Program Manager
553 Fairview Avenue North
Saint Paul, MN 55104
651-379-5969 (651) 379-5804 (fax)
msharma@goodwilleasterseals.org

Goodwill EasterSeals offers several different skills training programs and employment services. Their construction skills preparation program runs thirteen weeks, and it includes both classroom instruction and on-the-job construction training.

KAPOSIA, INC

Carol Rydell
Suite 212
380 East Lafayette Freeway South
Saint Paul, MN 55107-1216
(651) 789-2826 (651) 224-7249 (fax)
crydell@kaposia.com

Kaposia can help contractors diversify their workforce by employing individuals with disabilities and meet the affirmative action goals for people with disabilities required by the City of Saint Paul.

**MERRICK COMMUNITY SERVICES THE
BROWNFIELD'S MINORTY WORKERS
TRAINING PROGRAM**

Abe Hassen, Brownfields Coordinator
Merrick Community Services
715 Edgerton Street
Saint Paul, MN 55101
(651) 771-9339, Ext. 1004 (651) 771-8465 (fax)
ahassan@merrickcs.org

The Brownfield's Minority Workers Training Program is partially supported by a U.S. Environmental Protection Act grant. The program offers an 8 week training schedule designed and taught at union apprenticeship training centers (carpenters, cement finishers and painters). Trainees also receive training in HazMat, OSHA/safety, confined space, first aid/CPR, physical fitness, and scaffolding disaster response.

SUMMIT ACADEMY OIC

Earl Rogers, Carpentry Dept. Coordinator
935 Olson Memorial Highway
Minneapolis, MN 55405
(612) 278-6575 (612) 377-0156 (fax)
erogers@saoic.org

Summit Academy OIC offers several different skill training programs and employment services. Their construction skills preparation program runs 20 weeks, and it includes both classroom instruction and on-the-job construction training. Summit Academy OIC has a plumbing and electrical partnership with Dunwoody College of Technology and a specialty construction/heavy equipment lumber partnership with Vint Construction.

SAINT PAUL HUMAN RIGHTS DEPARTMENT

Elizabeth Knight, Human Rights Specialist
Saint Paul Human Rights Department
240 City Hall
15 West Kellogg Boulevard
Saint Paul, MN 55102
(651) 266-8968 (651) 266-8962 (fax)
Elizabeth.Knight@ci.stpaul.mn.us

The Department monitors the good faith efforts of City of Saint Paul contractors in meeting the City's construction project utilization goals for minorities, women and apprentices. The Department also monitors City contractors' internal workforce utilization goals for women, minorities and people with disabilities. Enforcement of affirmative action requirements are set forth in Chapter 183.04 of the Saint Paul Legislative Code, the Rules Governing Affirmative Requirements in Employment, and Council Resolution 06-304.

SAINT PAUL URBAN LEAGUE

Robert McClain, Employment Specialist
401 Selby Avenue
Saint Paul, MN 55102
(651) 224-5771 (651) 224-8009 (fax)
rmcclain@spul.org

The St. Paul Urban League is geared to assist African American and other culturally diverse groups in Saint Paul in the achievement of social and economic equality. This is accomplished, in part, through their employment placement and retention services for construction occupations.

WOMENVENTURE

Kelly Coughlan, Employment Specialist
2324 University Avenue W., Suite 120
Saint Paul, MN 55114
(651) 251-0702 (651) 641-7223 (fax)
kcoughlan@womenventure.org

WomenVenture is a Twin Cities nonprofit economic development agency that helps women change or develop a career, start or expand a business, and gain financial literacy skills. WomenVenture offers a free 6-week pre-apprenticeship training program to qualified entry-level women to work in the construction, energy process, and trades related industries. Job readiness training (including challenges faced by women in the trades, interview skills, resume writing, etc.), math, financial literacy basics, life coaching, networking, and placement assistance are also provided.